

TEACHERS' RETIREMENT BOARD
EXECUTIVE COMPENSATION COMMITTEE

SUBJECT: Exempt Pay Structure

ITEM NUMBER: 4

ATTACHMENT(S): 1

ACTION:

DATE OF MEETING: February 7, 2001

INFORMATION: X

PRESENTER: Peggy Plett

At the November 8 meeting, the Executive Compensation Committee requested the Board Chairperson write to the Director of the Department of Personnel Administration regarding application of the four percent salary adjustment for CalSTRS exempt positions. Ms. Zink sent the attached letter on November 9, 2000. To date, a response has not been received to this letter, nor have the salary adjustments been made. The Committee may wish to consider the following options as next steps:

1. Send a letter to Governor Gray Davis asking for his assistance in obtaining a response from the Department of Personnel Administration.
2. Direct staff to investigate other means to adjust the pay of the exempt positions.

Staff reports that CalPERS exempt positions did not receive the four percent salary adjustment. Separate and apart from the four percent salary adjustment, CalPERS submitted a request to DPA to increase the salary band for their Portfolio Manager exempt classification. They have yet to get a response from DPA.



November 9, 2000

Board Members

Emma Zink, Chair
Yvonne Gallegos Bodle
George Fenimore
Gary Lynes
Marty Mathiesen
Lillian Raffel

Marty Morgenstern, Director
Department of Personnel Administration
1515 S Street, North Building, Ste. 400
Sacramento, CA 95814-7243

Dear Mr. Morgenstern:

In September, CalSTRS staff requested that the salary range for each of our exempt positions be adjusted four percent effective August 31, 2000, consistent with the DPA's General Excluded Salary and Benefit 1999-2000 Program for all excluded State employees. To date, these salaries have not been adjusted, and no rationale has been provided for the delay.

Ex Officio Members

Superintendent of Public Instruction
Delaine Eastin

State Controller
Kathleen Connell

State Treasurer
Philip Angelides

State Director of Finance
B. Timothy Gage

On behalf of the Teachers' Retirement Board, I am requesting that the salary ranges of the subject exempt classes be adjusted by the four percent effective August 31, 2000. I would appreciate your response within two weeks indicating the date the pay letter will be issued. If there is further delay in processing of this request, then CalSTRS would appreciate receiving your written rationale within two weeks.

Chief Executive Officer
James D. Mosman

Thank you for your attention to this matter.

Sincerely,

/s/

EMMA ZINK, Chairperson
Teachers' Retirement Board